

NAVY MENTORSHIP PROGRAM

Program Goals

- **Every military member will have a designated personal mentor.**
- **In keeping with the CNO's "covenant leadership" concept; reiterated in his 2003 Goals.**
- **NDCSW will develop a formal (written) Mentorship program**

Description

- **Sustaining the force, in this era of high tempo operations cannot be done without leadership and mentoring. Navy is nurturing a culture of mentorship... - CPF**
- **NDCSW will work to develop an environment which takes on the role of mentoring the success of each member assigned.**

Implementation

- **“Mentorship”, more than a buzzword**
 - Chain of Command
- **Mentorship is not a new thing**
 - Develop from existing examples (MSC)
- **Win-win venture**
 - Benefits
 - Drawbacks

Team/Resources

- **Mentorship Program Expectations**
 - **Leadership driven**
 - **Mentors assigned/guidelines**
 - **Protégés indoctrinated/guidelines**
 - **Training for both mentor and protégé**
 - **Monitoring/progress/reporting system**
 - **XO/DFA/CMC oversight**

Schedule

- **NDCSW Mentorship Program Timeline**

Conduct Focus/Wrk Groups

Assign Mentors

Develop Program



Current Status

- **Enlisted FOCUS Groups**
 - **E1 - E4 (Completed)**
 - **E5 & E6 (Completed)**
 - **CPO (Completed)**
- **CPO Working Group**
 - **Established**
 - **Formulating POA&M**

Related Issues

- **Marketing plan**
 - **Present to ESC, DIR/SEL, POW note**
- **Budget**
 - **Virtually no cost involved**
- **Submit questions**
 - **CMC/ 6-8204 or
cmc@ndcsw.med.navy.mil**